

Draft 1.22.13

From Paul Lipscomb

Re: HR Partner Relationship with SMT

The Board acknowledges that for the next two years, FG will have a full time HR Partner in order to continue to provide the board, management and staff with onsite professional services. Having this HR Partner outside the supervision of one department is intended to provide a neutral party to the Senior Management Team deliberations and HR considerations and decision-making.

Following the principal of taking decisions at the most appropriate level of the organization, the HR Partner works with the individual Department Directors as well as the Senior Management Team as a whole. The HR Partner will support other Managers or Supervisors and their teams/employees. The HR Partner continues to be a key resource and support for all staff for their direct HR related matters.

HR Partner Evaluation and Supervision: The HR Partner is supervised and evaluated by the Senior Management Team. The Senior Management Team Job Description, which covers shared accountability, clearly expresses their responsibility and authority.

Following the SMT decision making process, in the case a decision or issue must be dealt with around which the SMT can not reach consensus or even a majority agreement related to the HR Partner, the SMT can agree to ask another party (inside or outside resource) to help reach an acceptable outcome. If a decision cannot be agreed upon, then the final consultation, direction and decision-making authority rests with the board as it does with all such unresolved SMT decisions. (See SMT and Board relationship for decision-making).